

## Professional Learning and EIS Learning Reps

The EIS is committed to providing all members with high-quality Professional Learning opportunities that support career-long professional development. This includes courses which build your skills as a teacher and leader, as well as events on specific topics such as Learning for Sustainability or Additional Support Needs. Details are available through the EIS website and if you are interested in attending any of them then please contact Rob Henthorn ([RHenthorn@eis.org.uk](mailto:RHenthorn@eis.org.uk)) EIS Professional Learning Coordinator, or your Learning Rep, to seek further information or register your interest.

The EIS has Learning Reps working across Scotland to provide guidance and support to EIS members with Professional Learning. Learning Reps are trained to give information, advice and support to colleagues on their individual CPD needs and Professional Update. Learning Reps also organise local Professional Learning events for EIS members, and raise the profile of Professional Learning by taking the lead in partnership working with local authorities and colleges. If you are interested in being an EIS Learning Rep, details are available through the EIS website.



## Pay and Conditions of Employment

The EIS negotiates your salary and conditions of employment both nationally, through the Scottish Negotiating Committee for Teachers (SNCT), and locally through the Local Negotiating Committee for Teachers (LNCT or equivalent local body). The majority of trade union members on each of these committees are EIS representatives, this means that the EIS is the strongest voice for teachers in Scotland.

National and local agreements can be found on the SNCT website or by contacting your Local Association office.

EIS Local Associations campaign locally on local issues, such as protecting instrumental music provision, protecting nursery teachers, maintaining adequate resourcing for ASN, Health & Safety and maintaining current ratios of Principal Teachers.

## Get Involved

**EIS Membership provides you with the benefits of being part of Scotland's largest and most effective teacher trade union with an unrivalled network of representatives. You can receive support and representation from the School EIS Rep, or your Local Association.**

**You can also join in with organised events, campaigns and become active in the union. If you would like to get more involved with the work of the EIS contact your Local Association or the EIS Organiser for your area: [www.eis.org.uk/Contacts/Organisers](http://www.eis.org.uk/Contacts/Organisers)**

**Keep up to date with your union by following us on Twitter @EISUnion and Facebook.**

## Welcome to the Renfrewshire Local Association

In this leaflet you'll find some tips and advice to help you in your probation year, and some information about what the EIS can do for you. We hope you'll join what is by far the largest teaching union in Renfrewshire, and throughout Scotland. We also hope you might consider becoming involved in the work of the Local Association - whether by supporting campaigns, attending training events and meetings, joining networks, or even joining the Local Executive Committee. Unions are strongest when members are engaged and we hope you'll become an active participant during your probation year or once you are an established teacher.

In the meantime, the best of luck! Remember, we're here to help if you need us. Renfrewshire Local Association

## Probationers in the EIS

EIS Student members automatically become full EIS members at the start of their probationary year. Probationers who are not EIS members may join as full EIS members during their probationary year. EIS membership is free for all probationers during their probationary year until the end of December 2020. At the end of your free period of membership a further discount of 50% will be available for 9 months for those who complete a direct debit mandate prior to the end of December 2020.

Join online today for free at [www.eis.org.uk/join](http://www.eis.org.uk/join)

Follow us on Twitter [@eisunion](https://twitter.com/eisunion)

Like us on Facebook. [Search Educational Institute of Scotland](https://www.facebook.com/eisunion)

Scotland's largest  
and most effective  
education trade union

eis

## Contact



### Kenny Fella

Renfrewshire Local Association  
Secretary

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# join the Union

Membership is free during your probation year and for six months after.

Join online today for free at: [www.eis.org.uk/join](http://www.eis.org.uk/join)



## You as a Professional Teacher

This year you will work for, and no doubt achieve the General Teaching Council for Scotland (GTCS) Standard for Full Registration (SFR) which is the gateway to the profession and the benchmark of teacher competence for all teachers in Scotland. Having attained the SFR, teachers must continue to develop their expertise across all areas of their professional practice through career-long professional learning.

If you have serious problems during your probation year then contact your EIS School Rep or LA Secretary.

Teaching is a regulated profession in Scotland, and as a teacher you should maintain the GTCS 'Code of

Professionalism and Conduct': [www.gtcs.org.uk/regulation/complaints/copac.aspx](http://www.gtcs.org.uk/regulation/complaints/copac.aspx) so that the public have confidence in you as a teacher and teaching as a profession. The Code expects teachers to behave in a professional manner at all times. If the GTCS finds that you have breached the Code, then you may be disbarred from the profession. You need to remember this when you are out and about, particularly where there might be pupils.

If you haven't done so already, review your social media presence. Make sure all your privacy settings are at maximum. Delete any photos or posts that you are not comfortable having pupils, parents or colleagues seeing. Avoid all discussion of work, colleagues and pupils in your posts. Never share your personal details with a pupil or parent. Also be careful of any posts made by friends of family that tag or include you.

## The Induction Year

### What will I have to do when I start?

The working week is 35 hours. The maximum weekly class contact for teachers on the Induction Scheme is 18.5 hours. You will have 6 hours 10 minutes for preparation and marking and a balance of time to meet with your mentor, to take part in authority-wide probationer activities, and for collegiate activities in your school or department.

### Is it true you can fail your induction year?

Your school will fill out two reports about you: one in December and one at the end of the year. If the end of year report is unsatisfactory, you may have the opportunity to extend your probation year. If it is recommended by the school that you fail your

probation and not be given an extension, you may appeal to the GTCS. In these circumstances the EIS will be able to support and assist you.

### What if I am accused of something by pupils?

Thankfully this is a rare occurrence. If you conduct yourself in a professional manner and confine yourself to the methods you have learned, there is little chance you will find yourself in a difficult situation. The EIS advises you never to lay hands on pupils, as even the most innocent physical contact can be misinterpreted. If you are accused of assaulting a pupil you should immediately contact the EIS Representative in the school, who will arrange for you to be represented by an experienced EIS officer. You are strongly advised to take advice from the EIS before answering any such allegations.

## The EIS is a Campaigning Union

The EIS campaigns for the advancement of education and teachers. It also campaigns on issues affecting wider society. One of the reasons that our campaigns are successful is that our members lead and take an active part in our campaigns.

### Value Education Value Teachers - Workload

As a result of the 'Value Education Value Teachers' campaign on pay, the EIS delivered a 13% pay increase over three years for all Scottish teachers through an active and dynamic campaign – culminating in a march through Glasgow by over 25,000 members and supporters. During that campaign, the EIS surveyed members about the professional issues that most affected them. Unmanageable and excessive workload was identified by most teachers as having a negative impact on their health and wellbeing.

The EIS will continue its national and local level campaigning for a reduction in excessive workload for teachers and for improved governance in order to empower teachers to control their work more effectively.

**VALUE  
EDUCATION  
VALUE  
TEACHERS**



## Face up to Child Poverty

Poverty can have a devastating impact on the educational achievements of children and young people. By the age of three, children in poverty are thought to be 9 months behind the average development and school readiness.

The EIS Face up to Child Poverty Campaign is raising awareness of the consequences of inequality in society and highlighting poverty and inequality issues, specifically in relation to the impact on learning and teaching.

Alongside Child Poverty Action Group Scotland we recently published a 'Face Up to Child Poverty' booklet which offers EIS members advice on how to poverty proof their classrooms and a 'School Costs' video which focuses on the struggle of families on low incomes to meet the costs associated with their children attending school.



## EIS Contacts

Normally the first line of contact is through the school's EIS representative. However, if your school does not have an EIS representative please don't hesitate to get in touch with the EIS Local Association (details on the front).

**The EIS is the largest  
teachers' trade union in  
Scotland with over 55,000  
members nationally.**

